

## ATTACHMENT A

### CCCMHA EMPLOYER SURVEY

Name of Agency: \_\_\_\_\_

Location: \_\_\_\_\_ Approx. # of Employees: \_\_\_\_\_

Approx # of positions appropriate for MFT trained individuals \_\_\_\_\_

- A. Please review the list of Competencies below and check the appropriate box. You may check more than one box for each item.

COMPETENCY	BELONGS IN EDUCATION PROGRAM	BEST PROVIDED BY ON- THE-JOB TRAINING	CONTINUING EDUCATION NEEDED IN THIS FOR CURRENT STAFF	NON APPLICABLE
1. Solicit and use client feedback throughout the therapeutic process.				
2. Evaluate individuals needs for appropriateness for treatment within professional scope of practice and competence				
3. Demonstrate knowledge of the experiences of immigrants, refugees and victims of torture and the impact of these experiences on individuals, families and succeeding generations.				
4. Understand recovery-oriented behavioral health services (e.g. self-help groups, 12-step programs, peer-to-peer services, supported employment)				
5. Integrate client feedback, assessment, contextual information, and diagnosis with treatment goals and plan				
6. Develop with client input, measurable outcomes, treatment goals, treatment plans, and after-care plans.				
7. Work collaboratively with stakeholders, including family members, other significant persons and professionals who are significant to the client.				
8. Advocate in partnership with clients in obtaining quality care, appropriate resources, and services in the community				
9. Develop a service plan for case management and supportive services.				
10. Assist clients and family members to understand and navigate the public mental health system				
11. Participate in quality assurance				
12. Recognize strengths, limitations, and contraindications of specific therapy models, including the risk of harm associated with models that incorporate assumptions of family dysfunction, pathogenesis, or cultural deficit.				
13. Empower clients and their relational systems to establish effective relationships with each other and larger systems.				

**ATTACHMENT A**

14. Provide psychoeducation to clients and families whose members have serious mental illness or other disorders, including information about wellness and recovery				
15. Respect multiple perspectives (e.g. clients, family, team, supervisor, practitioners from other disciplines involved in the case.)				
16. Set appropriate boundaries, manage issues of triangulation, and develop collaborative working relationships				
17. Assist in obtaining and maintaining educational and vocational goals				
18. Integrate dual diagnosis treatment				
19. Knowledge of the principles underlying recovery supportive practice				
20. Understand and monitor issues related to ethics, laws, regulations, and professional standards.				
21. Demonstrate knowledge of adult and child systems of care and coordinated service				
22. Provide education in parenting skills and/or foster parenting skills.				
23. Understand the developmental, intergenerational and life cycle approach to community mental health practice transculturally				
24. Understanding of the impact of mental illness and substance abuse on the consumer and family members at all stages of the life cycle.				
25. Critique professional research and assess the quality of research studies and program evaluation in the literature as it relates to guiding practice.				
26. Assist in enrollment for financial entitlements and provide benefits counseling.				
27. Coordinate treatment and discharge planning in higher level treatment facilities				
28. Complete billing procedures and charting documentation to support billing.				
29. Handle consumer family complaints and grievances				
30. Participate in program development and design				
31. Understand Medi-Cal, Medicare and Social Security eligibility				
32. Ability to write chart notations that accurately reflect the intervention, goal and result; assist in making future decisions; support billing; reflect the role of the client in the treatment process and choices of goals and treatment activities.				
33. Understand the concept of evidenced based treatment; development of evidence to evaluate promising practices,				

ATTACHMENT A

Additional competencies needed, but not listed:

Comments:

B. Is the educational system producing graduates who are adequately prepared to provide services in public mental health?    \_\_\_\_ Yes    \_\_\_\_ No

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

C. What are the most important skills/knowledge/experience necessary for a candidate to be job-ready for your agency? (Please list)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

D. What are the skills/knowledge/attitudes that are most effectively developed on-the-job at your worksite?

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

E. Would it influence your hiring decision if a candidate held a specialty certificate in Public Mental Health offered by a professional association or private business? (You may check more than one).  
\_\_\_\_ Our hiring decisions are based on a diversity of factors beyond prior coursework or external indicators of competency  
\_\_\_\_ With adequate changes in the educational curriculum a certification process would be superfluous.  
\_\_\_\_ With adequate changes in the educational system, we would prefer to provide on-the-job training specific to our site and operations.  
\_\_\_\_ With adequate changes in the educational curriculum, we would also prefer to have available CEU opportunities to continue developing and improving skills needed in the public sector.  
\_\_\_\_ We would be most likely to hire a candidate who produced a specialty certificate.

**ATTACHMENT A**

F. Would the requirement or options to have a special certificate for serving the public sector contribute to or add barriers to the availability to an adequately trained workforce for public sector agencies?    \_\_\_\_Contribute    \_\_\_\_Add Barriers    \_\_\_\_Undecided

Comments:\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Survey Completed By:\_\_\_\_\_Date:\_\_\_\_\_

Title:\_\_\_\_\_